

## DOCUMENT RESUME

ED 371 009

TM 021 640

AUTHOR Smith, Stuart E.; And Others  
TITLE Over Half of the 1985 SCII Occupational Scales Are Misplaced, Based on Intercorrelations from Very Large College Samples.  
PUB DATE Apr 94  
NOTE 29p.; Paper presented at the Annual Meeting of the American Educational Research Association (New Orleans, LA, April 4-8, 1994).  
PUB TYPE Reports - Research/Technical (143) -- Speeches/Conference Papers (150)  
EDRS PRICE MF01/PC02 Plus Postage.  
DESCRIPTORS College Students; \*Correlation; Females; Higher Education; \*Interest Inventories; Males; \*Occupational Tests; Test Construction; Test Interpretation; \*Test Use; Test Validity  
IDENTIFIERS Hollands Theory of Occupational Choice; \*Strong Campbell Interest Inventory

## ABSTRACT

Intercorrelations among the 1985 occupational scales of the Strong-Campbell Interest Inventory (SCII) for 1985 for each of the six Holland groups are presented. These intercorrelations are based on large recent samples of entering college students. A second objective was to determine the extent to which the 1985 occupational scales are correctly placed. The men's sample was 3,153 entering students at the University of Illinois at Chicago for 1985 through 1990. The women's sample was 3,318 entering students from the same time period. Students were tested on the 1985 SCII. The intercorrelations are presented in six tables. Major conclusions are that (1) many scales are misplaced; (2) the assumption that all occupations within a Holland group have similar interests is untenable, given the intercorrelation results; and (3) more than six Holland categories are required to accommodate the diversity of interests in the world of occupations adequately. Ten tables and one figure illustrate the results. (Contains 9 references.) (SLD)

\*\*\*\*\*  
\* Reproductions supplied by EDRS are the best that can be made \*  
\* from the original document. \*  
\*\*\*\*\*

AERA Annual Meeting  
New Orleans  
Session #38.22  
Marriott Hotel  
Thursday, 10:30 - 12:05  
April 7, 1994

U.S. DEPARTMENT OF EDUCATION  
Office of Educational Research and Improvement  
EDUCATIONAL RESOURCES INFORMATION  
CENTER (ERIC)

☒ This document has been reproduced as  
received from the person or organization  
originating it.

☐ Minor changes have been made to improve  
reproduction quality.

☐ Points of view or opinions stated in this docu-  
ment do not necessarily represent official  
OERI position or policy.

"PERMISSION TO REPRODUCE THIS  
MATERIAL HAS BEEN GRANTED BY

STUART E. SMITH

TO THE EDUCATIONAL RESOURCES  
INFORMATION CENTER (ERIC)."

## Over Half of the 1985 SCII Occupational Scales Are Misplaced, Based on Intercorrelations from Very Large College Samples <sup>1</sup>

Stuart E. Smith, Alfred University  
Carla M. Narrett, Alfred University  
John D. Cerio, Alfred University

The procedure used in the 1985 Strong-Campbell Interest Inventory (SCII) (Hansen & Campbell, 1985) for placing occupational scales into Holland groups is markedly different from the procedure used in the earlier versions of the Strong Vocational Interest Blank (SVIB). The primary basis for grouping occupational scales of the SVIB into groups was the intercorrelations among the occupational scales. (Hereinafter, we refer to the occupational scales simply as scales.) In the earlier versions, Strong (1943, p. 134) required a scale to have a mean correlation of .60 with other scales within a group to be assigned to a given group. The SCII does not use the intercorrelations among the scales as the basis for grouping the scales into the six Holland groups. Instead, the scales are grouped together primarily on the basis of the mean scores of the occupational criterion groups on the six General Occupational Theme scales. The 1985 procedure is described in more detail later in this section.

<sup>1</sup> We gratefully acknowledge the assistance provided by Dr. Mitchell Jacobs, Student Counseling Service, University of Illinois at Chicago. Dr. Jacobs made available the intercorrelations, means, and standard deviations for entering college samples.

In reference to the groupings on the earlier forms of the Strong, Hansen and Campbell (1985) make these comments:

These grouping were not entirely satisfactory for a variety of reasons: some scales had only small correlations with other scales and could not be grouped with others; some scales seemed to belong, statistically, to more than one group;...and some groupings just did not seem reasonable. (p.59)

In the 1966 SVIB, eleven groups (two groups were single-scale groups) were needed to contain 51 men's scales, and nine groups (one group was a single-scale group) were needed to contain 30 women's scales (Campbell, 1966). In contrast, in the 1985 SCII 102 men's scales and 105 women's scales are contained in six Holland groups. In reference to the 1985 SCII, one might ask how more scales could be placed in fewer categories.

To date, the meager empirical results which are available suggest that the 1985 SCII Holland groups are not quite as homogeneous as 1966 SVIB men's groups. Creaser (1976) calculated the intercorrelations for the men's scales of the 1966 SVIB and of the 1974 SCII (Campbell, 1974). Creaser found that the overall mean within-group intercorrelation was higher for the 1966 SVIB (.60) than for the 1974 SCII (.57).

Creaser's study is important because, so far as we can ascertain it, is the only study that has published the mean within-groups intercorrelations for any edition of the SCII. Creaser did not report all the intercorrelations among all men's scales in the respective six Holland groups, but he did report the mean intercorrelations for each Holland group, plus some selected correlations between pairs of scales. The mean within-group intercorrelations, for the 1974 men's scales were as follows: Realistic (.49),

Investigative (.52), Artistic (.45), Social (.68), Enterprising (.62), and Conventional (.73). Because the 1985 SCII contains many more scales than the 1974 SCII, one would expect that the average intercorrelations would tend to be lower for the 1985 SCII than for the 1974 SCII.

Creaser (1976) stated that "there was strong evidence that some occupations were misplaced, and the grouping would have been more homogeneous without them" (p. 239). Creaser also noted that there were more negative intercorrelations among the 1974 SCII scales than for the earlier SVIB.

Apostal (1984) calculated the median within-group intercorrelations for 75 of the 81 women's occupational scales of the 1981 SCII (Campbell & Hansen, 1981). Apostal organized the median correlations into three categories: .50 or higher, .40 to .49, and below .40. Of the 75 scales, 25 scales had median correlations of .49 or lower; eight of the 25 scales had median correlation in the .40 to .49 range, and 17 of the 25 scales had median correlations below .40. Apostal noted that all seven Realistic scales (Air Force Officer, Army Officer, and Navy Officer were omitted from the study) had median correlations of lower than .50.

Hansen and Campbell (1985) describe their procedure for assigning scales to groups:

Several kinds of information were used to derive the codes for the Occupational Scales. The most important were the mean scores of the Criterion Samples on the six General Occupational Themes...; next, were the correlations between the Themes and the Occupational Scales; next, the mean scores of the Criterion Samples on the combined sex-normed Themes;...(p.59).

Intercorrelations among the occupational scales played no part in determining scale placement. Mean scores on the Theme scales were the primary basis for assigning scales to groups.

No intercorrelations of the 1985 SCII occupational scales have been published, neither in the SCII Manual, nor in the Strong literature. Thus, the primary objective of this study was to present in one place the intercorrelations among the 1985 SCII occupational scales for each of the six Holland groups. The intercorrelations are based upon very large, recent samples of entering college students.

The second objective was to determine to what extent the 1985 occupational scales are correctly placed. On the basis of Creaser's 1974 SCII men's results, and Apostol's 1981 SCII women's results, we expected that one-third or more of the scales which comprise the respective Holland groups would be "misplaced." We adopted the following classification system to determine if a scale were misplaced: A scale having a median correlation of .60 or higher with other scales within the same Holland group was classified as "correctly placed;" a scale having a median correlation in the range of .50 to .59 was classified as "somewhat misplaced;" a scale having a median correlation of .49 or lower was classified as "clearly misplaced."

Creaser observed that the 1974 Holland groups would be more homogeneous if some scales were moved to other Holland groups, or deleted from their Holland group. Hence, the third objective of the study was, contingent upon the magnitude of the intercorrelations, to determine if some scales should be relocated in other Holland groups, or simply deleted from their present Holland group.

### Method

Samples. The men's sample was comprised of 3,153 entering students at the University of Illinois at Chicago during the years 1985-1990. The women's sample was comprised of 3,318 entering students at the same university during the same time period.

Instrument. The students were tested on the 1985 SCII. The students were tested during the orientation period prior to the beginning of the respective fall semesters.

Data analysis. Means, standard deviations, and intercorrelations for each sample were calculated by the Student Counseling Service at the University of Illinois at Chicago. Dr. Mitchell Jacobs made these statistics available to us. We calculated the median within-group correlation for each occupational scale, by sex.

### Results and Discussion

The intercorrelations among the occupational scales, by sex, are presented in Tables 1 through 6. The scales with median within-group correlations below .60 are presented in Tables 7 & 8. A listing of the scales which correlated negatively with other scales within their respective Holland groups is presented in Figure 1.

The primary objective of the study was to present in one place the intercorrelations among the occupational scales which comprise the respective six Holland groups. Thus, the presentation of Tables 1 through 6 fulfill the primary objective of the study.

The second objective was to determine to what extent, if any, the occupational scales were misplaced in their respective Holland groups. For each scale the median

correlation with all other scales within the same Holland group was calculated. In Table 7 we present the women's scales which have median correlations of .59 or lower. Twenty-three of the women's scales have median correlations ranging from .50 to .59, and 42 scales have medians ranging from .49 to -.11. Hence, according to our classification scheme, 23 women's scales are "somewhat misplaced," and 42 are "clearly misplaced." These misplaced scales account for well over half of the 105 women's scales; approximately 22% (23/105) are somewhat misplaced, and 40% (42/105) are clearly misplaced.

The comparable results for the men's scales are presented in Table 8. Thirty percent (31/102) of the men's scales are somewhat misplaced, and 43% (44/102) are clearly misplaced.

As can be noted in Table 7, 100% of the women's scales in the Realistic and Artistic groups are misplaced. For the men's, 100% of the scales in Enterprising and 90% in Conventional are misplaced.

We viewed the presence of the numerous negative correlations between pairs of scales within a given Holland group as constituting a serious weakness in the assumption that all scales within a Holland group represent occupations with similar interests. Accordingly, we have listed separately in Figure 1 the pairs of scales which correlate negatively with each other in Tables 1-6. For the women's scales there were a total of 69 negative correlations; for the men's scales, a total of 46 negative correlations. The negative correlations are concentrated in several groups. Twenty-seven of the women's negative correlations occur within the Enterprising group while there is only one

negative correlation (Psychologist with Medical Technician,  $-.01$ ) in the Investigative group, and no negative correlations for Conventional. For the men's scales, 18 of the 46 negative correlations occur in Enterprising; Realistic and Artistic have only two and four negative correlations, respectively.

One of the problems in using the mean correlation or the median correlation as an index of a given scale's "belongingness" is the fact that the presence of one scale with mostly low or negative correlations tends to reduce the other scales' mean or median correlations. As Creaser (1976) noted, the deletion of a scale with mostly low correlations can result in an improvement in the homogeneity of the remainder of the scales. The women's Beautician scale illustrates this effect. As can be seen in Table 5, the women's Beautician scale correlates negatively with ten of the other 15 scales in the Enterprising group. Beautician correlates above  $.60$  with only one other scale ( $.72$  with Florist). Consequently, the median correlations of the other scales (save Florist) are lowered by their correlations with Beautician. This effect is magnified in the women's Enterprising group because four other scales have low or negative correlations with their member scales: Investments Manager, Marketing Executive, Florist, and Optician each have only one correlation above  $.60$  (see Table 5). Clearly, the deletion of these five "worst fit" scales from the Enterprising group would leave ten scales whose median intercorrelations are above  $.60$ ; Elected Public Official would be a marginal member.

Several of these negative correlations in Table 5 which are associated with women's Beautician, Florist, and Investments Manager scales are relatively high. Beautician correlates  $-.38$  with Personnel Director,  $-.70$  with Elected Public Official,

and -.40 with Life Insurance Agent. Florist correlates -.48 with Elected Public Official, and Investments Manager correlates -.57 with Funeral Director, and -.37 with Optician.

We considered presenting in this paper our suggestions for revising the composition of the six Holland groups. We decided not to do so in this paper because it would have made the paper virtually unmanageable in terms of length. (e.g., to justify the reassignment of scales we would have needed to present the entire occupational intercorrelation matrices for each sex.)

However, having said this, we have listed below some scales which we believe should be deleted from the current Holland groups. The 19 "worst fit" women's scales are presented in Table 9, and the 20 "worst fit" men's scales are presented in Table 10.

The criterion for including a scale in the worst fit category was that the scale had two, one, or no correlations of .60 or higher with the other scales within the Holland group. The reader can identify these scales by an inspection of Tables 1-6. Thus, in Table 1, we see that the women's Bus Driver scale has only one correlation above .60 (.69 with Farmer). In Table 9, the reader can note that five of the 19 scales have two correlations of .60 or above, 12 scales have only one correlation of .60, and one scale (Flight Attendant) has no correlations of .60 or above. In like fashion, the reader can note in Table 10 that 11 of the men's worst fit scales have only two correlations of .60 or above, seven scales have only one correlation of .60 or above, and two scales (Chef and Mathematics Teacher) have no correlations as high as .60.

In Tables 10 and 11 we present also the median within-group correlation for each of the worst fit scales. As might be expected, the median correlations are quite low.

For the 19 women's scales, the median correlations range from .45 to -.11 (see Table 10); for the 20 men's worst fit scale listed in Table 10, the median correlations range from .47 to -.08. The majority of the worst fit scales have at least one negative correlation within the other scales in their Holland group. (See Figure 1.)

We have also presented in Tables 9 and 10 the respective correlations between worst fit scales and the appropriate General Occupational Theme (GOT) scales, as presented in Table 6-2 of the 1985 SCII Manual. These correlations constitute the "second basis" for assigning occupational scales to the various Holland groups; mean scores of the occupational criterion group on the GOT scales constitute the primary basis for assigning scales to groups (Hansen & Campbell, 1985, p. 59). We note that these occupational scale - GOT scale correlations for the worst fit scales are generally low; only one women's scale (Librarian) in Table 9 and only one men's scale in Table 10 (Nurse, LPN) has a correlation with the appropriate Theme scale higher than .56; twelve of the 19 women's worst fit scales in Table 9 have correlations with their respective GOT scales of .39 or lower; eleven of the 20 men's worst fit scales in Table 10 have correlations with their respective GOT scales of .39 or lower.

We observed that, for the scales which tended to have within-group median correlations of .60 or higher, (not reported in this paper) the correlations with the GOT scales were much higher than the comparable correlations of the worst fit scales in Tables 9 and 10. For example, the men's Marine Corp Enlisted Personnel scale has a median correlation of .65 with the other Realistic scales. According to Table 6-2 of the 1985 Strong manual, Marine Corp Enlisted Personnel correlates .71 with the Realistic

GOT scale. Hansen and Campbell (1985) do not specify any minimum value for the GOT scale - occupational scale correlations although they do specify minimum values for the mean scores. They state that "usually, only means of 53 or higher were considered in the coding" (p. 59).

Although it is beyond the scope of the paper to discuss at length the merits of the scheme used by Hansen and Campbell to assign scales to groups, it appears to us that the correlations between the occupational scales and the GOT scales are probably more important than are the GOT mean scores for the purpose of assigning scales to groups. Johansson used correlations as his primary basis for assigning occupational scales of the Career Interest Inventory to groups. Johansson (1982) noted that "reliance on mean scores can effectively describe the salient characteristics of an occupational sample but not necessarily the salient characteristics of its scale" (p. 86).

We believe that the evidence suggests that more than six Holland groups are required to capture the range of interests represented by the 100 - plus men's and women's scales of the 1985 SCII. The Guide for Occupational Exploration (1979) uses a 12 group, rather than a six group, classification system. The Guide uses four groups to represent Realistic occupations and four groups to represent the Holland Social occupations.

We believe our results will generalize to other college samples, and to adult samples. In reference to college samples, our results are in general agreement with Creaser's findings for the 1974 men's scales, and with Apostol's results for the 1981 women's scales. In reference to adult samples, our correlations between selected GOT

and Basic Interest Scale correlations are very similar to the comparable correlations reported in the 1985 SCII manual (p. 39). The highest six correlations, based on the WIG reference group, presented in the manual between the GOT scales and corresponding Holland - coded Basic Interest Scale are presented as follows (with our respective correlations presented in parentheses): Realistic with Mechanical Activities, .91 (.90); Investigative with Science, .91 (.90); Artistic with Art, .87 (.89); Social with Social Service, .84 (.85); Enterprising with Merchandising, .86 (.89); and Conventional with Office Practices, .80 (.84). The correspondence between the respective same six pairs of men's correlations are also very similar: .91 (.90); .90 (.89); .90 (.89); .82 (.80); .88 (.91); and .79 (.82).

### CONCLUSIONS

1. Many scales are misplaced.
2. The assumption that all occupations within a Holland group have similar interests is simply untenable, given these results.
3. We believe these results strongly suggest that more than six Holland categories are required to adequately accommodate the diversity of interests inherent in the world of occupations.

## REFERENCES

- Apostal, R. A. (1984). Relatedness of the Holland-grouped Strong - Campbell Interest Inventory occupational scale placements. Journal of Counseling Psychology, 31, 266-269.
- Campbell, D. P. (1966). Manual for the Strong Vocational Interest Blank for men and women. Stanford, CA: Stanford University Press.
- Campbell, D. P. (1974). Manual for the Strong-Campbell Interest Inventory. Stanford, CA: Stanford University Press.
- Campbell, D. P., & Hansen, J. C. (1981). Manual for the SVIB-SCII (3rd ed.). Stanford, CA: Stanford University Press.
- Creaser, J. W. (1976). Occupational groupings of the Strong Vocational Interest Blank and the Strong-Campbell Interest Inventory. Journal of Applied Psychology, 61, 238-241.
- Hansen, J. C., & Campbell, D. P. (1985). Manual for the SVIB - SCII (4th ed.). Stanford, CA: Stanford University Press.
- Johansson, C. B. (1982). Manual for the Career Assessment Inventory (2nd ed.). Minneapolis, MN: National Computer Systems, Inc.
- Strong, E. K., Jr. (1943). Vocational interests of men and women. Stanford, CA: Stanford University Press.
- U. S. Department of Labor. (1979). Guide for occupational exploration. Washington, DC: Author.

TABLE 1

INTERCORRELATIONS AMONG THE OCCUPATIONAL SCALES WHICH  
COMPRISE THE REALISTIC GROUP (Correlations above the diagonal are for the  
women's sample (n=3,300); correlations below the diagonal are for the men's sample  
(n=3,100))

| 1985<br>SCII<br>Occupational<br>Scales<br>(Men's) | 1985 SCII<br>Occupational<br>Scales<br>(Women's) | (Marine Corps Enlisted Personnel) | Navy Enlisted Personnel | Army Officer | Navy Officer | Air Force Officer | (Air Force Enlisted Personnel) | Police Officer | Bus Driver | Horticultural Worker | Farmer | Vocational Agriculture Teacher | Forester | (Veterinarian) | Athletic Trainer | Emergency Medical Technician | Radiologic Technologist | Carpenter | Electrician | Architect | Engineer |
|---------------------------------------------------|--------------------------------------------------|-----------------------------------|-------------------------|--------------|--------------|-------------------|--------------------------------|----------------|------------|----------------------|--------|--------------------------------|----------|----------------|------------------|------------------------------|-------------------------|-----------|-------------|-----------|----------|
| Marine Corps Enlisted Personnel                   | --                                               | --                                |                         |              |              |                   |                                |                |            |                      |        |                                |          |                |                  |                              |                         |           |             |           |          |
| Navy Enlisted Personnel                           | 71                                               | --                                | 76                      | 74           | 74           |                   |                                | 69             | 59         | 19                   | 40     | 28                             | 43       |                | 57               | 62                           | 41                      | 36        | 54          | 02        | 43       |
| Army Officer                                      | 77                                               | 54                                | --                      | 88           | 80           |                   |                                | 72             | 17         | 12                   | 01     | 03                             | 24       |                | 52               | 38                           | 07                      | 36        | 58          | 07        | 46       |
| Navy Officer                                      | 83                                               | 58                                | 89                      | --           | 84           |                   |                                | 62             | 24         | 10                   | -03    | 09                             | 43       |                | 59               | 37                           | 13                      | 58        | 75          | 33        | 66       |
| Airforce Enlisted Personnel                       | 74                                               | 66                                | 90                      | 89           | --           |                   |                                | 56             | 36         | 07                   | 14     | 06                             | 32       |                | 40               | 36                           | 10                      | 45        | 61          | 30        | 61       |
| Police Officer                                    | 78                                               | 92                                | 63                      | 66           | 73           | --                |                                |                |            |                      |        |                                |          |                |                  |                              |                         |           |             |           |          |
| Bus Driver                                        | 48                                               | 42                                | 63                      | 55           | 56           | 51                | --                             | 36             | -04        | 02                   | 19     | 22                             |          |                | 61               | 49                           | 25                      | 32        | 46          | -07       | 26       |
| Horticultural Worker                              | 49                                               | 79                                | 36                      | 30           | 47           | 72                | -44                            | --             | 47         | 69                   | 55     | 20                             |          |                | 37               | 57                           | 51                      | 10        | 26          | 03        | 19       |
| Farmer                                            | 23                                               | 53                                | -02                     | 14           | 16           | 44                | -04                            | 47             | --         | 31                   | 67     | 61                             |          |                | 43               | 38                           | 57                      | 51        | 40          | 43        | 35       |
| Vocational Agriculture Teacher                    | 15                                               | 64                                |                         | 04           | 10           | 58                | 22                             | 78             | 40         | --                   | 46     | -07                            |          |                | 08               | 47                           | 45                      | -09       | -13         | -26       | -05      |
| Forester                                          | 65                                               | 67                                | 58                      | 58           | 60           | 69                | 50                             | 58             | 46         | 43                   | --     | 51                             |          |                | 50               | 51                           | 57                      | 39        | 28          | 13        | 24       |
| (Veterinarian)                                    | 22                                               | 47                                | 22                      | 31           | 30           | 48                | 15                             | 42             | 73         | 54                   | 56     | --                             |          |                | 65               | 41                           | 40                      | 82        | 71          | 66        | 68       |
| Athletic Trainer                                  | 15                                               | 37                                | 14                      | 12           | 23           | 46                | 21                             | 37             | 53         | 53                   | 50     | 75                             | --       |                | --               | 71                           | 66                      | 63        | 71          | 23        | 57       |
| Emergency Medical Technician                      |                                                  |                                   |                         |              |              |                   |                                |                |            |                      |        |                                |          |                |                  |                              |                         |           |             |           |          |
| Radiologic Technologist                           | 58                                               | 68                                | 58                      | 49           | 61           | 74                | 58                             | 67             | 26         | 58                   | 67     | 45                             | 62       |                |                  | 72                           | --                      | 29        | 29          | 02        | 30       |
| Carpenter                                         | 50                                               | 57                                | 42                      | 50           | 51           | 67                | 20                             | 33             | 38         | 27                   | 55     | 39                             | 60       |                |                  | 57                           | 65                      | --        | 87          | 74        | 74       |
| Electrician                                       | 71                                               | 76                                | 48                      | 62           | 61           | 80                | 36                             | 59             | 60         | 34                   | 63     | 48                             | 44       |                |                  | 70                           | 71                      | 86        | --          | 66        | 84       |
| Architect                                         | 65                                               | 87                                | 49                      | 57           | 85           | 90                | 37                             | 71             | 57         | 59                   | 64     | 53                             | 52       |                |                  |                              |                         |           |             | --        | 72       |
| Engineer                                          | 49                                               | 63                                | 51                      | 64           | 66           | 70                | 10                             | 39             | 48         | 34                   | 53     | 53                             | 52       |                |                  | 55                           | 73                      | 74        | 77          | --        | --       |

Note. Decimals have been omitted.

TABLE 2

## INTERCORRELATIONS AMONG OCCUPATIONAL SCALES WHICH COMPRISE

THE INVESTIGATIVE GROUP (Correlations above the diagonal are for the women's

sample; men's correlations are below the diagonal)

| 1985<br>SCII<br>Occupational<br>Scales<br>(Men's) | 1985 SCII<br>Occupational<br>Scales<br>(Women's) | Computer Programmer | Systems Analyst | Medical Technologist | R&D Manager | Geologist | Biologist | Chemist | Physicist | Veterinarian | Science Teacher | Physical Therapist | Respiratory Therapist | Medical Technician | Pharmacist | Dietitian | (Nurse, RN) | Chiropractor | Optometrist | Dentist | Physician | (Biologist) | Mathematician | Geographer | College Professor | Psychologist | Sociologist |
|---------------------------------------------------|--------------------------------------------------|---------------------|-----------------|----------------------|-------------|-----------|-----------|---------|-----------|--------------|-----------------|--------------------|-----------------------|--------------------|------------|-----------|-------------|--------------|-------------|---------|-----------|-------------|---------------|------------|-------------------|--------------|-------------|
| Computer Prog.                                    | --                                               | 91                  | 87              | 78                   | 73          | 66        | 85        | 81      | 64        | 61           | 44              | 63                 | 63                    | 74                 | 42         |           | 38          | 82           | 80          | 54      |           | 71          | 64            | 48         | 21                | 32           |             |
| Systems Analyst                                   | 77                                               | --                  | 84              | 87                   | 77          | 67        | 87        | 81      | 60        | 60           | 37              | 54                 | 45                    | 60                 | 36         |           | 40          | 79           | 78          | 69      |           | 69          | 71            | 43         | 34                | 44           |             |
| Medical Tech.                                     | 69                                               | 72                  | --              | 80                   | 75          | 73        | 86        | 78      | 77        | 82           | 67              | 83                 | 70                    | 82                 | 66         |           | 66          | 92           | 90          | 68      |           | 66          | 64            | 47         | 31                | 38           |             |
| R&D Manager                                       | 72                                               | 85                  | 68              | --                   | 83          | 75        | 87        | 84      | 65        | 63           | 43              | 51                 | 43                    | 55                 | 43         |           | 46          | 75           | 79          | 69      |           | 76          | 77            | 55         | 52                | 57           |             |
| Geologist                                         | 56                                               | 28                  | 29              | 57                   | --          | 92        | 90        | 91      | 84        | 60           | 61              | 60                 | 50                    | 64                 | 35         |           | 41          | 67           | 79          | 83      |           | 88          | 84            | 80         | 59                | 68           |             |
| (Biologist)                                       |                                                  |                     |                 |                      |             | --        | 90        | 91      | 87        | 68           | 69              | 62                 | 48                    | 62                 | 42         |           | 50          | 65           | 75          | 91      |           | 88          | 79            | 86         | 68                | 77           |             |
| Chemist                                           | 75                                               | 68                  | 67              | 80                   | 79          |           | --        | 95      | 77        | 72           | 58              | 64                 | 52                    | 67                 | 44         |           | 51          | 78           | 83          | 79      |           | 88          | 82            | 71         | 54                | 66           |             |
| Physicist                                         | 73                                               | 62                  | 56              | 81                   | 87          |           | 95        | --      | 77        | 63           | 55              | 57                 | 52                    | 65                 | 37         |           | 42          | 70           | 77          | 81      |           | 93          | 81            | 81         | 57                | 71           |             |
| (Veterinarian)                                    |                                                  |                     |                 |                      |             |           |           | --      | 71        | 84           | 80              | 63                 | 76                    | 52                 |            |           | 60          | 73           | 92          | 87      |           | 70          | 66            | 71         | 53                | 55           |             |
| Science Teacher                                   | 63                                               | 54                  | 83              | 64                   | 54          |           | 79        | 71      | --        | 75           | 77              | 49                 | 68                    | 78                 |            |           | 79          | 85           | 79          | 71      |           | 51          | 50            | 43         | 44                | 46           |             |
| Physical Ther.                                    | 30                                               | 17                  | 64              | 27                   | 25          |           | 42        | 33      | 71        | --           | 86              | 61                 | 69                    | 66                 |            |           | 67          | 65           | 70          | 76      |           | 50          | 41            | 54         | 39                | 36           |             |
| Resp. Ther.                                       | 48                                               | 40                  | 85              | 39                   | 23          |           | 55        | 42      | 81        | 79           | --              | 75                 | 79                    | 69                 |            |           | 70          | 80           | 81          | 67      |           | 48          | 44            | 44         | 23                | 24           |             |
| Medical Technician                                | 61                                               | 53                  | 84              | 59                   | 40          |           | 62        | 55      | 78        | 68           | 76              | --                 | 85                    | 54                 |            |           | 42          | 64           | 64          | 54      |           | 54          | 36            | 48         | -01               | 08           |             |
| Pharmacist                                        | 30                                               | 37                  | 58              | 41                   | 09          |           | 27        | 23      | 50        | 56           | 47              | 72                 | --                    | 65                 |            |           | 53          | 82           | 80          | 70      |           | 63          | 51            | 54         | 23                | 25           |             |
| (Dietitian)                                       |                                                  |                     |                 |                      |             |           |           |         |           |              |                 |                    |                       | --                 |            |           | 70          | 70           | 61          | 52      |           | 29          | 31            | 23         | 19                | 21           |             |
| Nurse, RN                                         | 16                                               | 19                  | 63              | 13                   | -07         |           | 25        | 12      | 58        | 74           | 78              | 65                 | 53                    |                    |            |           | --          | --           | --          | --      |           |             |               |            |                   |              |             |
| Chiropractor                                      | 20                                               | 18                  | 52              | 38                   | 37          |           | 47        | 45      | 58        | 65           | 61              | 56                 | 45                    |                    |            |           | 54          | --           | 72          | 70      | 61        |             | 29            | 31         | 23                | 33           |             |
| Optometrist                                       | 66                                               | 62                  | 78              | 68                   | 51          |           | 77        | 70      | 77        | 62           | 71              | 77                 | 55                    |                    |            |           | 52          | 65           | --          | 94      | 67        |             | 57            | 55         | 39                | 29           |             |
| Dentist                                           | 57                                               | 42                  | 77              | 52                   | 45          |           | 61        | 56      | 77        | 75           | 77              | 82                 | 62                    |                    |            |           | 60          | 73           | 83          | --      | 75        |             | 65            | 62         | 51                | 36           |             |
| Physician                                         | 48                                               | 34                  | 45              | 61                   | 85          |           | 86        | 88      | 71        | 48           | 46              | 54                 | 27                    |                    |            |           | 24          | 63           | 68          | 61      | --        |             | 80            | 69         | 83                | 71           |             |
| Biologist                                         | 43                                               | 20                  | 33              | 48                   | 89          |           | 80        | 84      | 64        | 37           | 37              | 41                 | 07                    |                    |            |           | 13          | 47           | 53          | 47      | 92        | --          |               |            |                   |              |             |
| Mathematician                                     | 62                                               | 38                  | 27              | 59                   | 89          |           | 84        | 89      | 54        | 18           | 20              | 33                 | 06                    |                    |            |           | -10         | 26           | 48          | 35      | 83        | 86          | ----          | 82         | 88                | 57           |             |
| Geographer                                        | 30                                               | 21                  | 11              | 37                   | 74          |           | 65        | 68      | 39        | 07           | 11              | 08                 | -21                   |                    |            |           | -13         | 17           | 25          | 13      | 68        | 80          | 77            | --         | 69                | 59           |             |
| College Prof.                                     | 30                                               | 24                  | 26              | 45                   | 73          |           | 76        | 76      | 56        | 23           | 33              | 25                 | -06                   |                    |            |           | 09          | 44           | 44          | 29      | 83        | 88          | 78            | 85         | --                | 66           |             |
| Psychologist                                      | 06                                               | 03                  | 03              | 34                   | 66          |           | 52        | 59      | 32        | 11           | 09              | 06                 | -06                   |                    |            |           | -11         | 44           | 23          | 18      | 72        | 74          | 64            | 74         | 80                | --           |             |
| Sociologist                                       | -01                                              | 11                  | 17              | 18                   | 30          |           | 46        | 40      | 37        | 18           | 34              | 03                 | -16                   |                    |            |           | 19          | 37           | 24          | 11      | 51        | 56          | 40            | 66         | 77                | 71           |             |

Note: Decimals have been omitted.

TABLE 3  
INTERCORRELATIONS AMONG THE OCCUPATIONAL SCALES WHICH  
COMPRISE THE ARTISTIC GROUP (Correlations above the diagonal are for the  
women's sample (n=3,300); correlations below the diagonal are for the men's sample  
(n=3,100))

| 1985<br>SCII<br>Occupational<br>Scales<br>(Men's) | 1985 SCII<br>Occupational<br>Scales<br>(Women's) | Medical Illustrator | Art Teacher | Artist, Fine | Artist, Commercial | Interior Decorator | (Architect) | Photographer | Musician | Chef | (Beautician) | Flight Attendant | Advertising Executive | Broadcaster | Public Relations Director | Lawyer | Public Administrator | Reporter | Librarian | English Teacher | (Foreign Language Teacher) |
|---------------------------------------------------|--------------------------------------------------|---------------------|-------------|--------------|--------------------|--------------------|-------------|--------------|----------|------|--------------|------------------|-----------------------|-------------|---------------------------|--------|----------------------|----------|-----------|-----------------|----------------------------|
| Medical Illustrator                               | --                                               |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Art Teacher                                       | .78                                              | --                  |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Artist, Fine                                      | .47                                              | .67                 | --          |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Artist, Commercial                                | .75                                              | .82                 | .92         | --           |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Interior Decorator                                | .25                                              | .70                 | .52         | .68          | --                 |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| (Architect)                                       | .78                                              | .59                 | .79         | .77          | .33                | --                 |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Photographer                                      | .77                                              | .74                 | .73         | .83          | .53                | .81                | --          |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Musician                                          | .78                                              | .78                 | .86         | .87          | .55                | .71                | .77         | --           |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Chef                                              |                                                  |                     |             |              |                    |                    |             |              | --       |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| (Beautician)                                      |                                                  |                     |             |              |                    |                    |             |              |          | --   |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Flight Attendant                                  |                                                  |                     |             |              |                    |                    |             |              |          |      | --           |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Advertising Executive                             |                                                  |                     |             |              |                    |                    |             |              |          |      |              | --               |                       |             |                           |        |                      |          |           |                 |                            |
| Broadcaster                                       |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  | --                    |             |                           |        |                      |          |           |                 |                            |
| Public Relations Director                         |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       | --          |                           |        |                      |          |           |                 |                            |
| Lawyer                                            |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             | --                        |        |                      |          |           |                 |                            |
| Public Administrator                              |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           | --     |                      |          |           |                 |                            |
| Reporter                                          |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        | --                   |          |           |                 |                            |
| Librarian                                         |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      | --       |           |                 |                            |
| English Teacher                                   |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          | --        |                 |                            |
| (Foreign Language Teacher)                        |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           | --              |                            |
| Medical Illustrator                               |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Art Teacher                                       |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Artist, Fine                                      |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Artist, Commercial                                |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Interior Decorator                                |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| (Architect)                                       |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Photographer                                      |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Musician                                          |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Chef                                              |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| (Beautician)                                      |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Flight Attendant                                  |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Advertising Executive                             |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Broadcaster                                       |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Public Relations Director                         |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Lawyer                                            |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Public Administrator                              |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Reporter                                          |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| Librarian                                         |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| English Teacher                                   |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |
| (Foreign Language Teacher)                        |                                                  |                     |             |              |                    |                    |             |              |          |      |              |                  |                       |             |                           |        |                      |          |           |                 |                            |

Note: Decimals have been omitted.

TABLE 4  
INTERCORRELATIONS AMONG THE OCCUPATIONAL SCALES WHICH  
COMPRISE THE SOCIAL GROUP (Correlations above the diagonal are based on the  
women's sample (n=3,300); correlations below the diagonal are based on the men's sample  
(n=3,100))

| 1985 SCH Occupational Scales (Men's) |     | 1985 SCH Occupational Scales (Women's) |          |               |                    |                        |                    |                           |                        |                    |           |                  |            |                    |                            |                   |                    |                      |
|--------------------------------------|-----|----------------------------------------|----------|---------------|--------------------|------------------------|--------------------|---------------------------|------------------------|--------------------|-----------|------------------|------------|--------------------|----------------------------|-------------------|--------------------|----------------------|
|                                      |     | Foreign Language Teacher               | Minister | Social Worker | Guidance Counselor | Social Science Teacher | Elementary Teacher | Special Education Teacher | Occupational Therapist | Speech Pathologist | Nurse, RN | Dental Hygienist | Nurse, LPN | (Athletic Trainer) | Physical Education Teacher | Recreation Leader | YWCA/YMCA Director | School Administrator |
| Foreign Language Teacher             | --  | 56                                     | 37       | 63            | 60                 | 63                     | 74                 | 37                        | 63                     | 38                 | 06        | 08               |            | 12                 | 40                         | 53                | 50                 | 62                   |
| Minister                             | 80  | --                                     | 74       | 72            | 61                 | 28                     | 58                 | 56                        | 75                     | 64                 | -03       | -06              |            | 06                 | 57                         | 53                | 61                 | 24                   |
| Social Worker                        | 73  | 83                                     | --       | 78            | 63                 | 22                     | 57                 | 43                        | 84                     | 58                 | -06       | -14              |            | 04                 | 53                         | 60                | 66                 | 31                   |
| Guidance Counselor                   | 69  | 82                                     | 88       | --            | 77                 | 39                     | 78                 | 29                        | 75                     | 55                 | 07        | 00               |            | 11                 | 66                         | 80                | 85                 | 56                   |
| Social Science Teacher               | 61  | 78                                     | 84       | 82            | --                 | 23                     | 58                 | 16                        | 59                     | 41                 | -11       | -28              |            | -05                | 64                         | 71                | 88                 | 38                   |
| Elementary Teacher                   | 38  | 40                                     | 24       | 33            | 39                 | --                     | 79                 | 35                        | 34                     | 30                 | 42        | 58               |            | 44                 | 25                         | 44                | 18                 | 82                   |
| Special Education Teacher            | 61  | 77                                     | 68       | 75            | 73                 | 74                     | --                 | 57                        | 68                     | 64                 | 40        | 36               |            | 43                 | 63                         | 79                | 61                 | 80                   |
| Occupational Therapist               | 62  | 61                                     | 57       | 52            | 35                 | 52                     | 65                 | --                        | 54                     | 77                 | 48        | 28               |            | 51                 | 49                         | 42                | 20                 | 36                   |
| Speech Therapist                     | 76  | 82                                     | 79       | 73            | 64                 | 47                     | 75                 | 75                        | --                     | 71                 | 10        | -03              |            | 12                 | 57                         | 63                | 65                 | 31                   |
| Nurse, RN                            | 21  | 43                                     | 27       | 26            | 27                 | 47                     | 54                 | 50                        | 54                     | --                 | 52        | 30               |            | 43                 | 60                         | 62                | 50                 | 36                   |
| (Dental Hygienist) a                 |     |                                        |          |               |                    |                        |                    |                           |                        |                    |           |                  |            | 67                 | 36                         | 35                | -01                | 46                   |
| Nurse, LPN                           | 34  | 55                                     | 35       | 41            | 45                 | 52                     | 61                 | 37                        | 54                     | 76                 | --        | 64               |            | 57                 | -09                        | 05                | -26                | 43                   |
| Athletic Trainer                     | -35 | -25                                    | -27      | -14           | -17                | 00                     | 06                 | 04                        | -07                    | 32                 |           | 19               | --         |                    |                            |                   |                    |                      |
| Physical Education Teacher           | -03 | 22                                     | 17       | 28            | 37                 | 63                     | 56                 | 23                        | 28                     | 45                 |           | 42               | 68         |                    |                            |                   |                    |                      |
| Recreation Leader                    | 28  | 60                                     | 67       | 69            | 78                 | 26                     | 62                 | 27                        | 44                     | 26                 |           | 32               | 09         | --                 | 41                         | 44                | 02                 | 43                   |
| YWCA/YMCA Director                   | 36  | 73                                     | 69       | 78            | 80                 | 34                     | 73                 | 32                        | 55                     | 36                 |           | 49               | 08         | 51                 | --                         | 88                | 76                 | 46                   |
| School Administrator                 | 39  | 63                                     | 62       | 70            | 80                 | 33                     | 69                 | 20                        | 45                     | 39                 |           | 47               | 01         | 48                 | 85                         | 89                | --                 | 40                   |
| (Home Economics Teacher) a           |     |                                        |          |               |                    |                        |                    |                           |                        |                    |           |                  |            |                    |                            |                   | --                 | --                   |

Note: Decimal points omitted.

<sup>a</sup> There is no male Dental Hygienist nor Home Economics scale.

TABLE 5  
INTERCORRELATIONS AMONG THE OCCUPATIONAL SCALES WHICH  
COMPRISE THE ENTERPRISING GROUP (Correlations below the diagonal are based  
on the women's sample (n=3,330); correlations below the diagonal are based on the men's  
sample (n=3,100))

| 1985 SCH<br>Occupational<br>Scales<br>(Men's) | 1985 SCH<br>Occupational<br>Scales<br>(Women's) | Personnel Director | Elected Public Official | Life Insurance Agent | Chamber of Commerce Executive | Store Manager | (Agribusiness Manager) <sup>a</sup> | Purchasing Agent | Restaurant Manager | (Chef) | Travel Agent | Funeral Director | (Nursing Home Administrator) | Optician | Realtor | Beautician | Florist | Buyer | Marketing Executive | Investments Manager |
|-----------------------------------------------|-------------------------------------------------|--------------------|-------------------------|----------------------|-------------------------------|---------------|-------------------------------------|------------------|--------------------|--------|--------------|------------------|------------------------------|----------|---------|------------|---------|-------|---------------------|---------------------|
| Personnel Director                            | --                                              | 78                 | 92                      | 44                   | 75                            | 81            | 79                                  | 74               | 62                 | 23     | 88           | -38              | -19                          | 53       | 21      | -04        |         |       |                     |                     |
| Elected Public Official                       | 73                                              | --                 | 82                      | 35                   | 46                            | 56            | 54                                  | 43               | 40                 | -12    | 70           | -70              | -48                          | 16       | 12      | -00        |         |       |                     |                     |
| Life Insurance Agent                          | 88                                              | 69                 | --                      | 65                   | 73                            | 80            | 79                                  | 73               | 62                 | 24     | 82           | -40              | -21                          | 55       | 22      | 01         |         |       |                     |                     |
| Chamber of Commerce Executive                 | 85                                              | 85                 | 84                      | --                   | 71                            | 69            | 75                                  | 79               | 66                 | 51     | 79           | 19               | 32                           | 75       | 07      | -16        |         |       |                     |                     |
| Store Manager                                 | 78                                              | 53                 | 86                      | 77                   | --                            | 81            | 85                                  | 86               | 64                 | 43     | 82           | -02              | 32                           | 83       | 21      | -11        |         |       |                     |                     |
| Agribusiness Manager                          | 02                                              | -27                | 12                      | -02                  | 32                            | --            | 93                                  | 83               | 77                 | 56     | 83           | -15              | 01                           | 61       | 14      | -10        |         |       |                     |                     |
| Purchasing Agent                              | 83                                              | 50                 | 81                      | 74                   | 86                            | 37            | --                                  | 84               | 79                 | 57     | 85           | -09              | 10                           | 66       | 09      | -16        |         |       |                     |                     |
| Restaurant Manager                            | 34                                              | 22                 | 40                      | 47                   | 64                            | 53            | 35                                  | --               | 84                 | 57     | 85           | -09              | 10                           | 66       | 09      | -16        |         |       |                     |                     |
| Chef                                          | 30                                              | 19                 | 40                      | 34                   | 41                            | -03           | 26                                  | 29               | --                 | 48     | 82           | -01              | 24                           | 79       | 25      | -03        |         |       |                     |                     |
| Travel Agent                                  | 37                                              | 50                 | 42                      | 58                   | 55                            | 20            | 39                                  | 67               | 10                 | 65     | 68           | 68               | 06                           | 03       | 46      | -33        | -51     |       |                     |                     |
| Funeral Director                              | 31                                              | 01                 | 40                      | 34                   | 51                            | 75            | 49                                  | 63               | 04                 | 37     | --           | 81               | 11                           | --       | 35      | 49         | 31      | 47    | -20                 | -37                 |
| Nursing Home Administrator                    | 84                                              | 54                 | 79                      | 71                   | 74                            | 07            | 73                                  | 26               | 39                 | 30     | 34           | -03              | --                           | 35       | 49      | 31         | 47      | -20   | -37                 |                     |
| Optician                                      | -15                                             | -49                | -02                     | -24                  | 22                            | 67            | 21                                  | 34               | 11                 | -11    | 49           | -03              | --                           | 35       | 49      | 31         | 47      | -20   | -37                 |                     |
| Realtor                                       | 35                                              | 62                 | 91                      | 82                   | 90                            | 24            | 87                                  | 54               | 38                 | 48     | 46           | 81               | 11                           | --       | 35      | 49         | 31      | 47    | -20                 | -37                 |
| (Beautician)                                  |                                                 |                    |                         |                      |                               |               |                                     |                  |                    |        |              |                  |                              |          |         |            |         |       |                     |                     |
| Florist                                       | -06                                             | 03                 | 11                      | 18                   | 37                            | 53            | 16                                  | 85               | 21                 | 64     | 43           | -03              | 37                           | 22       | --      | 53         | -01     | -15   |                     |                     |
| Buyer                                         | 57                                              | 50                 | 68                      | 68                   | 85                            | 28            | 63                                  | 76               | 34                 | 75     | 48           | 48               | 13                           | 72       | 59      | --         | 31      | 02    |                     |                     |
| Marketing Executive                           | 04                                              | 24                 | 08                      | 28                   | 15                            | 04            | 12                                  | 45               | -14                | 48     | 03           | -26              | -07                          | 08       | 38      | 40         | --      | 81    |                     |                     |
| Investments Manager                           | -01                                             | 18                 | 02                      | 19                   | 06                            | 12            | 15                                  | 36               | -35                | 39     | 04           | -27              | -09                          | 04       | 25      | 25         | 81      | --    |                     |                     |

Note. Decimals have been omitted.

<sup>a</sup> There is no female Agribusiness scale.

TABLE 6  
INTERCORRELATIONS AMONG THE OCCUPATIONAL SCALES WHICH  
COMPRISE THE CONVENTIONAL GROUP (Correlations below the diagonal are based  
on the women's sample (n=3,300); correlations below the diagonal are based on the men's  
sample (n=3,100))

| 1985<br>SCII<br>Occupational<br>Scales<br>(Men's) | 1985 SCII<br>Occupational<br>Scales<br>(Women's) | Accountant | Banker | IRS Agent | Credit Manager | Business Education Teacher | (Food Service Manager)<br>(Dietician) | Nursing Home Administrator | Executive Housekeeper | Food Service Manager | Dental Assistant | Secretary | Air Force Enlisted Personnel | Marine Corps Enlisted Personnel | Army Enlisted Personnel | Mathematics Teacher |
|---------------------------------------------------|--------------------------------------------------|------------|--------|-----------|----------------|----------------------------|---------------------------------------|----------------------------|-----------------------|----------------------|------------------|-----------|------------------------------|---------------------------------|-------------------------|---------------------|
| Accountant                                        | --                                               | 63         | 40     | 62        | 49             |                            |                                       | 26                         | 27                    | 49                   | 23               | 51        | 52                           | 38                              | 20                      | 56                  |
| Banker                                            | 61                                               | --         | 14     | 70        | 69             |                            |                                       | 39                         | 26                    | 58                   | 17               | 62        | 48                           | 25                              | 13                      | 09                  |
| IRS Agent                                         | 64                                               | 48         | --     | 85        | 56             |                            |                                       | 64                         | 69                    | 27                   | 32               | 39        | 46                           | 71                              | 76                      | 61                  |
| Credit Manager                                    | 60                                               | 48         | 82     | --        | 88             |                            |                                       | 74                         | 75                    | 72                   | 50               | 85        | 70                           | 67                              | 61                      | 49                  |
| Business Education Teacher                        | 38                                               | 48         | 67     | 74        | --             |                            |                                       | 77                         | 73                    | 73                   | 52               | 87        | 69                           | 64                              | 60                      | 46                  |
| Food Service Manager                              | 27                                               | 27         | 61     | 76        | 79             | --                         |                                       |                            |                       |                      |                  |           |                              |                                 |                         |                     |
| Dietician                                         | -15                                              | -07        | 26     | 36        | 56             | 72                         | --                                    |                            |                       |                      |                  |           |                              |                                 |                         |                     |
| Nursing Home Administrator                        | 34                                               | 66         | 68     | 68        | 69             | 80                         | 43                                    | --                         | 85                    | 66                   | 60               | 63        | 60                           | 65                              | 72                      | 50                  |
| Executive Housekeeper                             | 29                                               | 34         | 64     | 77        | 68             | 81                         | 55                                    | 80                         | --                    | 75                   | 75               | 59        | 76                           | 84                              | 86                      | 60                  |
| (Food Service Manager)                            |                                                  |            |        |           |                |                            |                                       |                            |                       | --                   | 75               | 72        | 80                           | 57                              | 48                      | 53                  |
| (Dental Assistant) <sup>a</sup>                   |                                                  |            |        |           |                |                            |                                       |                            |                       |                      | --               | 46        | 77                           | 68                              | 62                      | 60                  |
| (Secretary) <sup>a</sup>                          |                                                  |            |        |           |                |                            |                                       |                            |                       |                      |                  | --        | 68                           | 53                              | 44                      | 22                  |
| (Air Force Enlisted Personnel)                    |                                                  |            |        |           |                |                            |                                       |                            |                       |                      |                  |           | --                           | 84                              | 73                      | 60                  |
| (Marine Corps Enlisted Personnel)                 |                                                  |            |        |           |                |                            |                                       |                            |                       |                      |                  |           |                              | --                              | 92                      | 61                  |
| Army Enlisted Personnel                           | 33                                               | 01         | 51     | 60        | 37             | 47                         | 72                                    | 26                         | 57                    |                      |                  |           |                              |                                 | --                      | 56                  |
| Mathematics Teacher                               | 10                                               | -37        | 09     | -05       | -21            | -12                        | -15                                   | -39                        | -05                   |                      |                  |           |                              |                                 | 38                      | --                  |

Note. Decimals have been omitted.

<sup>a</sup> There is no male Dental Assistant nor male Secretary scale.

Table 7. Women's Occupational Scales Which Have Median Intercorrelations With Other Scales in the Same Holland Group of .59 and Lower

| Range of<br>Median<br>Intercorrelation | Holland Group                                                                                                                                                                                    |                                                                           |                                                                                                                                                          |                                                                                                                                                                                     |                                                 |                                                                 | Total        |
|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-----------------------------------------------------------------|--------------|
|                                        | Realistic                                                                                                                                                                                        | Investigative                                                             | Artistic                                                                                                                                                 | Social                                                                                                                                                                              | Enterprising                                    | Conventional                                                    |              |
| 50 - 59                                | Athletic Trainer (.57)<br>Electrician (.56)<br>Navy Officer (.51)                                                                                                                                | College Professor (.54)<br>Medical Technician (.52)<br>Chiropractor (.50) | Reporter (.59)<br>Advertising Executive (.54)<br>Photographer (.54)<br>Public Relations Director (.53)<br>Artist, Commercial (.52)<br>Broadcaster (.50)  | Social Science Teacher (.59)<br>Minister (.57)<br>Social Worker (.57)<br>Recreation Leader (.55)<br>Foreign Language Teacher (.55)<br>School Administrator (.55)<br>Nurse, RN (.54) | Buyer (.53)                                     | Secretary (.59)<br>IRS Agent (.56)<br>Mathematics Teacher (.56) | 23           |
| 40 - 49                                | Navy Enlisted Personnel (.49)<br>Engineer (.45)<br>Forester (.43)<br>Carpenter (.42)<br>Emergency Medical Technician (.40)                                                                       | Sociologist (.46)<br>Psychologist (.44)<br>Dietitian (.44)                | Art Teacher (.49)<br>Librarian (.45)<br>Lawyer (.43)                                                                                                     | Occupational Therapist (.43)<br>Physical Education Teacher (.42)<br>Home Economics Teacher (.42)                                                                                    | Optician (.43)<br>Elected Public Official (.40) | Accountant (.49)                                                | 17           |
| 30 - 39                                | Horticultural Worker (.39)<br>Navy Officer (.38)<br>Air Force Officer (.37)<br>Bus Driver (.36)<br>Police Officer (.34)<br>Radiologic Technologist (.35)<br>Vocational Agriculture Teacher (.34) | (None)                                                                    | Interior Decorator (.38)<br>English Teacher (.37)<br>Musician (.35)<br>Medical Illustrator (.32)<br>Flight Attendant (.31)<br>Public Administrator (.31) | Elementary Teacher (.37)<br>Dental Hygienist (.36)                                                                                                                                  | (None)                                          | Banker (.39)                                                    | 16           |
| 20 - 29                                | (None)                                                                                                                                                                                           | (None)                                                                    | Artist, Fine (.28)<br>Chef (.28)                                                                                                                         | (None)                                                                                                                                                                              | (None)                                          | (None)                                                          | 2            |
| 10 - 19                                | Architect (.18)                                                                                                                                                                                  | (None)                                                                    | (None)                                                                                                                                                   | (None)                                                                                                                                                                              | Marketing Executive (.14)                       | (None)                                                          | 2            |
| 00 - 09                                | Farmer (.02)                                                                                                                                                                                     | (None)                                                                    | (None)                                                                                                                                                   | Nurse, LPN (.07)                                                                                                                                                                    | Florist (.03)                                   | (None)                                                          | 3            |
| -01 - -20                              | (None)                                                                                                                                                                                           | (None)                                                                    | (None)                                                                                                                                                   | (None)                                                                                                                                                                              | Beautician (-.09)<br>Investments Manager (-.11) | (None)                                                          | 2            |
| Number of scales<br>below .60          | 17                                                                                                                                                                                               | 6                                                                         | 17                                                                                                                                                       | 13                                                                                                                                                                                  | 7                                               | 5                                                               | 65           |
| Number of scales<br>in Holland group   | 17                                                                                                                                                                                               | 24                                                                        | 17                                                                                                                                                       | 17                                                                                                                                                                                  | 16                                              | 14                                                              | 105          |
| Percentage of<br>scales below .60      | 17/17 = 100%                                                                                                                                                                                     | 6/24 = 25%                                                                | 17/17 = 100%                                                                                                                                             | 13/17 = 76%                                                                                                                                                                         | 7/16 = 44%                                      | 5/14 = 36%                                                      | 65/105 = 62% |

Table 8. Men's Occupational Scales Which Have Median Intercorrelations of .59 or Lower With Other Scales Within the Same Holland Group

| Median<br>Intercorrelation             | Holland Group                                                                                                                                                             |                                                                                                                                       |                                                                                                                                                                                                                                         |                                                          |                                                                                                                                                       |                                                                                                                  | Total        |
|----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|--------------|
|                                        | Realistic                                                                                                                                                                 | Investigative                                                                                                                         | Artistic                                                                                                                                                                                                                                | Social                                                   | Enterprising                                                                                                                                          | Conventional                                                                                                     |              |
| 50 - 59                                | Vocational Agriculture Teacher ( 58)<br>Emergency Medical Technician ( 58)<br>Navy Officer ( 57)<br>Engineer ( 53)<br>Army Officer ( 51)<br>Radiologic Technologist ( 51) | Medical Technician ( 59)<br>Research and Development Manager ( 57)<br>Computer Programmer ( 56)<br>Geologist ( 51)<br>Biologist ( 51) | English Teacher ( 58)<br>Artist, Fine ( 56)<br>Broadcaster ( 56)<br>Librarian ( 55)<br>Interior Decorator ( 54)<br>Photographer ( 53)<br>Medical Illustrator ( 52)<br>Public Relations Director ( 51)<br>Foreign Language Teacher ( 50) | Speech Pathologist ( 55)                                 | Chamber of Commerce Executive ( 58)<br>Buyer ( 57)<br>Store Manager ( 55)<br>Realtor ( 54)<br>Purchasing Agent ( 50)<br>Elected Public Official ( 50) | IRS Agent ( 56)<br>Executive Housekeeper ( 55)<br>Business Education Teacher ( 52)<br>Food Service Manager ( 51) | 31           |
| 40 - 49                                | Forester ( 47)<br>Bus Driver ( 47)<br>Horticultural Worker ( 46)<br>Veterinarian ( 46)<br>Police Officer ( 42)<br>Farmer ( 40)                                            | Mathematician ( 48)<br>Respiratory Therapist ( 47)<br>Chiropractor ( 45)<br>College Professor ( 44)<br>Physical Therapist ( 42)       | Lawyer ( 41)                                                                                                                                                                                                                            | Nurse, LPN ( 45)<br>Physical Education Teacher ( 42)     | Restaurant Manager ( 47)<br>Life Insurance Manager ( 46)<br>Travel Agent ( 42)<br>Funeral Director ( 40)                                              | Army Enlisted Personnel ( 43)                                                                                    | 19           |
| 30 - 39                                | (None)                                                                                                                                                                    | Systems Analyst ( 38)<br>Pharmacist ( 37)<br>Psychologist ( 32)<br>Geographer ( 30)<br>Sociologist ( 30)                              | Architect ( 35)<br>Flight Attendant ( 35)<br>Beautician ( 34)<br>Public Administrator ( 34)                                                                                                                                             | Elementary Teacher ( 39)<br>Occupational Therapist ( 37) | Nursing Home Administrator ( 39)<br>Personnel Director ( 37)                                                                                          | Accountant ( 32)<br>Dietician ( 31)<br>Banker ( 31)                                                              | 16           |
| 20 - 29                                | (None)                                                                                                                                                                    | Nurse, RN ( 24)                                                                                                                       | (None)                                                                                                                                                                                                                                  | (None)                                                   | Chef ( 26)<br>Florist ( 25)<br>Agribusiness ( 20)                                                                                                     | (None)                                                                                                           | 4            |
| 10 - 19                                | (None)                                                                                                                                                                    | (None)                                                                                                                                | (None)                                                                                                                                                                                                                                  | (None)                                                   | Marketing Executive ( 12)<br>Investments Manager ( 12)<br>Optician ( 11)                                                                              | (None)                                                                                                           | 3            |
| 00 - 10                                | (None)                                                                                                                                                                    | (None)                                                                                                                                | (None)                                                                                                                                                                                                                                  | Athletic Trainer ( 04)                                   | (None)                                                                                                                                                | (None)                                                                                                           | 1            |
| -01 - -10                              | (None)                                                                                                                                                                    | (None)                                                                                                                                | (None)                                                                                                                                                                                                                                  | (None)                                                   | (None)                                                                                                                                                | Mathematics Teacher ( - 08)                                                                                      | 1            |
| Number of scales<br>below .60          | 12                                                                                                                                                                        | 16                                                                                                                                    | 14                                                                                                                                                                                                                                      | 6                                                        | 18                                                                                                                                                    | 9                                                                                                                | 75           |
| Number of scales<br>in a Holland group | 18                                                                                                                                                                        | 23                                                                                                                                    | 19                                                                                                                                                                                                                                      | 14                                                       | 18                                                                                                                                                    | 10                                                                                                               | 102          |
| Percentage of<br>scales below .60      | 12/18 = 67%                                                                                                                                                               | 16/23 = 70%                                                                                                                           | 14/19 = 73%                                                                                                                                                                                                                             | 6/14 = 43%                                               | 18/18 = 100%                                                                                                                                          | 9/10 = 90%                                                                                                       | 75/102 = 74% |

FIGURE 1. Occupational Scales Which Correlate Negatively With One or More Scales Within the Same Holland Group

| Holland Group                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Realistic                                                                                                                                                                                                                                                                                       | Investigative                                                                                                                                                                                                                                                                                               | Artistic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Social                                                                                                                                                                                                                                                                                                                                                                                                                | Enterprising                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Conventional                                                                                                                                                                                                                                                                                                   |
| Women's Scales                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                |
| Farmer/Navy Officer (-.03)<br>Farmer/Forester (-.07)<br>Farmer/Carpenter (-.09)<br>Farmer/Electrician (-.13)<br>Farmer/Architect (-.26)<br>Farmer/Engineer (-.05)<br>Police Officer/Horticultural Worker (-.04)<br>Police Officer/Architect (-.07)<br>Emergency Med Technician/Architect (-.05) | Med Technician/Psychologist (-.01)                                                                                                                                                                                                                                                                          | Medical Illustrator/Flight Attendant (-.04)<br>Medical Illustrator/Broadcaster (-.03)<br>Medical Illustrator/<br>Public Relations Director (-.02)<br>Medical Illustrator/<br>Public Administrator (-.02)<br>Medical Illustrator/<br>English Teacher (-.08)<br>Artist, Fine/Flight Attendant (-.24)<br>Artist, Fine/<br>English Teacher (-.07)<br>Musician/Public Administrator (-.12)<br>Chef/Lawyer (-.10)<br>Chef/Public Administrator (-.16)<br>Flight Attendant/Lawyer (-.07)<br>Flight Attendant/<br>Public Administrator (-.04) | Dental Hygienist/Minister (-.03)<br>Dental Hygienist/Social Worker (-.06)<br>Dental Hygienist/<br>Social Science Teacher (-.11)<br>Dental Hygienist/School Admin (-.01)<br>Nurse, LPN/Minister (-.06)<br>Nurse, LPN/Social Worker (-.14)<br>Nurse, LPN/Social Science Tchr (-.28)<br>Nurse, LPN/Speech Pathologist (-.03)<br>Nurse, LPN/School Administrator (-.26)<br>Social Science Teacher/Physical Ed Tchr (-.05) | Beautician/Personnel Director (-.38)<br>Beautician/Elected Public Official (-.70)<br>Beautician/Life Insurance Agent (-.40)<br>Beautician/Store Manager (-.02)<br>Beautician/Purchasing Agent (-.15)<br>Beautician/Restaurant Manager (-.09)<br>Beautician/Travel Agent (-.01)<br>Beautician/Realtor (-.21)<br>Beautician/Marketing Executive (-.27)<br>Beautician/Investments<br>Manager (-.27)<br>Florist/Personnel Director (-.19)<br>Florist/Elected Public Official (-.48)<br>Florist/Life Insurance Agent (-.21)<br>Florist/Marketing Executive (-.01)<br>Florist/Investments Manager (-.15)<br>Investments Manager/<br>Personnel Director (-.04)<br>Investments Manager/<br>Chamber of Commerce Executive (-.16)<br>Investments Manager/<br>Store Manager (-.11)<br>Investments Manager/<br>Purchasing Agent (-.10)<br>Investments Manager/<br>Restaurant Manager (-.16)<br>Investments Manager/Travel Agent (-.03)<br>Investments Manager/Funeral Director (-.51)<br>Investments Manager/Optician (-.37)<br>Investments Manager/Realtor (-.11)<br>Marketing Executive/<br>Funeral Director (-.33)<br>Marketing Executive/Optician (-.20)<br>Elected Public Official/Optician (-.12) | (None)                                                                                                                                                                                                                                                                                                         |
| Men's Scales                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                |
| Horticultural Worker/Army Officer (-.02)<br>Horticultural Worker/Police Officer (-.04)                                                                                                                                                                                                          | Nurse, RN/Geologist (-.07)<br>Nurse, RN/Mathematician (-.10)<br>Nurse, RN/Geographer (-.13)<br>Nurse, RN/Psychologist (-.11)<br>Pharmacist/Geographer (-.21)<br>Pharmacist/College Prof (-.06)<br>Pharmacist/Psychologist (-.06)<br>Pharmacist/Sociologist (-.16)<br>Sociologist/Computer Programmer (-.01) | Public Administrator/Artist, Fine (-.20)<br>Public Administrator/Artist, Commercial (-.01)<br>Public Administrator/Architect (-.13)<br>Public Relations/Architect (-.06)                                                                                                                                                                                                                                                                                                                                                              | Athletic Trainer/Minister (-.25)<br>Athletic Trainer/Social Worker (-.27)<br>Athletic Trainer/Guidance Counselor (-.17)<br>Athletic Trainer/Speech Pathologist (-.07)                                                                                                                                                                                                                                                 | Agribusiness Manager/<br>Elected Public Official (-.27)<br>Agribusiness Manager/<br>Chamber of Commerce Ex (-.02)<br>Agribusiness Manager/Chef (-.03)<br>Optician/Personnel Director (-.15)<br>Optician/<br>Elected Public Official (-.49)<br>Optician/Life Ins. Agent (-.02)<br>Optician/Chamber of Commerce Ex (-.24)<br>Optician/Travel Agent (-.11)<br>Optician/Nursing Home Administrator (-.03)<br>Optician/Marketing Executive (-.07)<br>Optician/Investments Manager (-.09)<br>Marketing Executive/Chef (-.16)<br>Marketing Executive/<br>Nursing Home Administrator (-.26)<br>Investments Manager/Personnel Director (-.01)<br>Investments Manager/Chef (-.35)<br>Investments Manager/<br>Nursing Home Administrator (-.27)<br>Florist/Personnel Director (-.06)                                                                                                                                                                                                                                                                                                                                                                                                                   | Dietician/Accountant (-.15)<br>Dietician/Banker (-.07)<br>Math. Teacher/Banker (-.07)<br>Math. Teacher/Credit Manager (-.05)<br>Math. Teacher/Business Ed. Teacher (-.21)<br>Math. Teacher/<br>Food Service Manager (-.12)<br>Math. Teacher/Dietician (-.15)<br>Math. Teacher/<br>Executive Housekeeper (-.05) |

Table 9. Women's Worst Fit Scales: Scales Which Have Two or Fewer Within-Group Correlations of .60; Also Presented Are the Correlations with the Theme Scales as Reported in the 1985 SCII Manual

| Women's<br>Occupational<br>Scale | Holland<br>code | <u>Within-Group Correlations</u>    |                       | Scale's correlation<br>with appropriate<br>Theme scale<br>(from SCII Manual) |
|----------------------------------|-----------------|-------------------------------------|-----------------------|------------------------------------------------------------------------------|
|                                  |                 | Correlations<br>of .60<br>or higher | Median<br>correlation |                                                                              |
| Bus Driver                       | R               | 1                                   | .36                   | Realistic .45                                                                |
| Horticultural Worker             | R               | 2                                   | .39                   | Realistic .47                                                                |
| Farmer                           | RC              | 1                                   | .02                   | Realistic .15                                                                |
| Vocational Ag Teacher            | R               | 1                                   | .34                   | Realistic .52                                                                |
| Radiologic Technologist          | RI              | 2                                   | .35                   | Realistic .33                                                                |
| Flight Attendant                 | A               | 0                                   | .31                   | Artistic .38                                                                 |
| Public Administrator             | A               | 2                                   | .31                   | Artistic .20                                                                 |
| Interior Decorator               | AE              | 1                                   | .38                   | Artistic .42                                                                 |
| Chef                             | AR              | 1                                   | .28                   | Artistic .35                                                                 |
| Librarian                        | A               | 2                                   | .45                   | Artistic .63                                                                 |
| Occupational Therapist           | SRI             | 1                                   | .43                   | Social .52                                                                   |
| Nurse, LPN                       | SC              | 1                                   | .07                   | Social .30                                                                   |
| Physical Ed. Teacher             | SR              | 1                                   | .42                   | Social .37                                                                   |
| Dental Hygienist                 | SCI             | 2                                   | .36                   | Social .32                                                                   |
| Optician                         | EC              | 1                                   | .43                   | Enterprising .48                                                             |
| Beautician                       | E               | 1                                   | -.09                  | Enterprising .09                                                             |
| Florist                          | E               | 1                                   | .03                   | Enterprising .04                                                             |
| Marketing Executive              | EI              | 1                                   | .14                   | Enterprising .06                                                             |
| Investments Manager              | EIC             | 1                                   | -.11                  | Enterprising -.08                                                            |

Table 10. Men's Worst Fit Scales: Scales Which Have Two or Fewer Within-Group Correlations of .60; Also Presented Are the Correlations with the Theme Scales as Reported in the 1985 SCII Manual

| Men's<br>Occupational<br>Scale | Holland<br>code | Within-Group Correlations<br>of .60<br>or higher | Median<br>correlation | Scale's correlation<br>with appropriate<br>Theme scale<br>(from SCII Manual) |
|--------------------------------|-----------------|--------------------------------------------------|-----------------------|------------------------------------------------------------------------------|
| Police Officer                 | R               | 2                                                | .42                   | Realistic .43                                                                |
| Horticultural Worker           | R               | 2                                                | .46                   | Realistic .38                                                                |
| Farmer                         | R               | 2                                                | .40                   | Realistic .16                                                                |
| Forester                       | R               | 2                                                | .47                   | Realistic .53                                                                |
| Pharmacist                     | IE              | 2                                                | .37                   | Investigative .51                                                            |
| Beautician                     | AE              | 1                                                | .34                   | Artistic .55                                                                 |
| Elementary Teacher             | S               | 2                                                | .39                   | Social .53                                                                   |
| Nurse, LPN                     | SC              | 1                                                | .45                   | Social .63                                                                   |
| Athletic Trainer               | SR              | 1                                                | .04                   | Social .24                                                                   |
| Physical Ed. Teacher           | SR              | 2                                                | .42                   | Social .56                                                                   |
| Agribusiness Mgr               | ECR             | 2                                                | .20                   | Enterprising .33                                                             |
| Chef                           | EA              | 0                                                | .26                   | Enterprising .32                                                             |
| Funeral Director               | E               | 2                                                | .40                   | Enterprising .47                                                             |
| Optician                       | ER              | 1                                                | .11                   | Enterprising .32                                                             |
| Florist                        | E               | 2                                                | .25                   | Enterprising .25                                                             |
| Marketing Executive            | EI              | 1                                                | .12                   | Enterprising -.08                                                            |
| Investments Manager            | ECI             | 1                                                | .12                   | Enterprising -.15                                                            |
| Army Enlisted Personnel        | CR              | 2                                                | .43                   | Conventional .50                                                             |
| Mathematics Teacher            | CIR             | 0                                                | -.08                  | Conventional .23                                                             |
| Banker                         | C               | 1                                                | .31                   | Conventional .15                                                             |